

STAT

11 June 1970

NOTE FOR: Mr. Bannerman

I discussed attachments A and B with [redacted] He was not aware of attachment A. With regard to attachment B, he informed me as follows.

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STAT The three EAA employees had not at any time voiced their demands to either [redacted] The first anyone knew of their discontent was upon receipt of their letter. Ben discussed the letter with Harry and they concluded that they should respond in the same way; e. g., a polite but firm letter. The reply is attachment C. Concurrent with the reply, Ben invited them to his office (3 June) for a discussion of their demands. This meeting lasted well over an hour. He explained in detail why their demands were not met and listened to their grievances, but he has no indication that they will do other than their expressed intent, that is to resign.

With regard to their grievances, Harry thinks some leave benefit is appropriate and a study is being undertaken to provide for it for all non-appropriated fund employees including the Credit Union. He does not agree with a paid lunch period since other employees, Government and industry, do not get paid for lunch periods. Their pay is more than comparable to like work performed elsewhere. They start at a fair salary and have been given generous increases. The following is a schedule of the rates of wages paid each employee:

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[redacted]

Wage at EOD, 18 July 67	\$2.25
Wage Eff. 1 July 68	\$2.60
Wage Eff. 17 Oct 69	\$2.90 (has some book-keeping duties)

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[redacted]

Wage at EOD, 9 Nov 67	\$2.25
Wage Eff. 1 July 68	\$2.60

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[redacted]

Wage at EOD, 3 June 68	\$2.25
Wage Eff. 2 June 69	\$2.60

The EAA store is open from 10 a.m. to 3 p.m. and each employee averages from 5 1/2 to 6 hours per day.

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June 8, 1970

MEMORANDUM FOR COL. WHITE :

At a meeting on June 3, 1970 with the President of the E.A.A. the three employees in the attached letter were not permitted to express their viewpoint and their requests were forthwith rejected without any chance to negotiate.

The three women comprise the total female staff of the E.A.A. store.

It is rumored that they will be replaced by temporary summertime help.

It is a pity that the President of the E.A.A. is so narrow minded that he won't listen to the legitimate complaints of these three mature conscientious women.

A Member of E.A.A.

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2 June 1970

MEMORANDUM FOR: President, Employee Activity Association

FROM : Employees of EAA Store
SUBJECT : Personnel Action

1. The undersigned have been employed by the Employee Activity Association for more than two years. During this time, we have been paid what we consider minimal wages with no leave benefits. We are not paid for the one-half hour lunch period nor do we take any coffee breaks away from our place of work.

2. We are sure that our jobs in the EAA store are just as demanding, if not more so, than the part-time jobs held by Agency employees. We therefore request your consideration of the following minimum benefits for the employees of the EAA Store who are on part-time employment:

- a. 10 Days Annual Leave per Year
- b. 10 Days Sick Leave per Year
- c. 10¢ per hour increase in wages per Year
- d. Paid lunch period not to exceed 30 minutes.

3. The above leave benefits are accorded all part-time Agency staff employees who are also wives of Agency employees. We feel very strongly that the above requested benefits are not unreasonable, in fact, are fair and would put us on a level comparable with part-time Agency staff employees.

4. The undersigned hereby declare their intention to resign effective the 30th of June 1970, if no favorable action is taken on our requested benefits.

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Copy to:

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3 JUN 1970

MEMORANDUM FOR: General Manager, EAA Store
THROUGH : Chief, Benefits and Services Division
SUBJECT : Acceptance of Resignation - EAA Store Personnel
REFERENCE : Memo for President, EAA from [redacted]
[redacted]
Subj: Personnel Action, dated 2 June 1970

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1. I have studied carefully the request for benefits contained in paragraph 2 of referent memorandum and the basis upon which these requests were made.

2. My review included a re-reading of a detailed study prepared by the Office of Personnel's Position Management and Compensation Division as recently as January 1970. As you know, PMCD compared the duties of EAA Store personnel with similar duties performed elsewhere in several non-appropriated activities and concluded that ". . . our Agency Sales Store is more than adequately paying its personnel."

3. We are unable, therefore, to approve the request contained in paragraph 2 of the referent memorandum. Accordingly, will you inform the three individuals concerned that their resignations effective 30 June 1970 or sooner, if this is their wish, are hereby accepted.

STAT

President,
Employee Activity Association

Distribution:

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1 - DD/Pers/SP
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OP/D/SP/ [redacted] :slr (2 June 1970)

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ADMINISTRATIVE